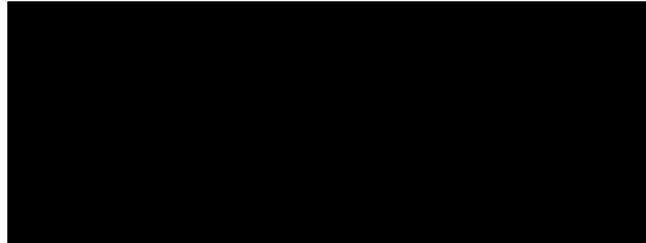


SECRET

. . . . The 149th meeting of the CIA RETIREMENT BOARD convened at 2:00 p.m. on Thursday, 7 January 1971, with the following present:

Mr. Harry B. Fisher, Chairman

25X1A



MR. FISHER: Have you all had a chance to review the Minutes of the 12th of November? Are there any corrections or changes? (No response.) If not, they stand as written.

In the first group of cases here are three individuals who now have their 15 year election period and appear to meet the criteria for designation as participants.

25X1A



Move they be designated.

. . . This motion was then seconded and passed . . .

MR. FISHER: And then we have 38 people who now have completed five years of service and are ready for designation. I'd like to have a motion on those.

25X1A



I move they be designated.

Second.

. . . This motion was then passed . . .

25X1A



A voluntary retirement -

25X1A

25X1A 58 years of age, 34 years of Federal service, 23 years of Agency service, and 90 months of qualifying service. May I have a motion?

25X1A



So move.

SECRET

SECRET

. . . Motion was then seconded and passed . . .

MR. FISHER: Another request for voluntary

25X1A retirement - [REDACTED] who is in the CS, wants to retire on
28 February, is age 56, with 27 years of Federal service, 17 with the Agency,
and 183 months of overseas service. He's a career agent.

25X1A [REDACTED] So move.

. . . Motion was then seconded and passed . . .

25X1A [REDACTED] Before we leave that first page of the
agenda - Items A, B, [REDACTED] Is there any reason why these items have
to come here?

MR. FISHER: Just to document for the record that
they have been to the Board, because [REDACTED] really is doing the 25X1A
work for us on these cases. Going back to the outset of this Board,
we each got hold of the files on these people and we would go through and
verify this service to satisfy ourselves. But after awhile we got a little
tired of doing that and we said - "Murray, we are going to take your word
for it, and if you put them on the agenda you are telling the Board that all of
the facts here are correct." Now occasionally something will come up
that we have to discuss about one of them, but not too often.

25X1A [REDACTED] I was wondering if we shouldn't just
delegate those Items A and B to Murray.

25X1A [REDACTED] On the back of Form 3100 after
the Head of the Career Service signs off the next section says: Approval
recommended by the CIA Retirement Board.

25X1A [REDACTED] Yes. And it takes so little time for
the Board to do it, and it documents for the record that it has been considered.

25X1A Our first case is [REDACTED] who is
looking for 38 months of domestic qualifying service. He is citing quite a

SECRET

bit of service for both the Office of Security and for the SB. There was so much detail in terms of specific dates, which I couldn't reconcile with his statements. If you recall, he winds up saying: that gave me 19 months and nine days with the Office of Security. And then later he said he had had 40 months and 26 days. So finally I added them up -- I added up all his periods of time -- and it comes out exactly 38 months, which happens to be exactly the amount of time that he needs!

All in all it looked pretty good to me, the sort of things that this fellow did. I'm sure you all read it. He was handling Soviet defectors. In one case there for nine months he lived with the guy 24 hours a day.

25X1A [REDACTED] Yes, that is all right. But then he cites this escort duty with Khrushchev, and things like that, and I don't think that necessarily should be considered qualifying service. I think one can quibble with some of the specifics in here.

MR. FISHER: Those were relatively short periods of time. He did a lot of [REDACTED] 25X1A

25X1A [REDACTED] But it seems to me the matter boils down to this period of time -- This paragraph 4, where he says his service with [REDACTED] would average about four and a half years of service -- 25X1A in other words, he says that 50% of the time during the nine years he was in the

25X1A [REDACTED] he was performing qualifying service. I had some trouble with that.

MR. FISHER: I know -- and I think this was my point -- I couldn't see that either. But after paragraph 4 he goes on and says, "During 25X1A my five years of service with [REDACTED] I have been involved in the following domestic service ..." - and then he adds all of that up and that together with the Security time adds up to 38 months. But the time in Security added up to about 15 months, as far as I was concerned --

25X1A [REDACTED] Yes. Right.

MR. FISHER: I tried to isolate it. And I didn't accept it all.

SECRET

SECRET

25X1A [REDACTED] Neither would I.

MR. FISHER: For example, two months and 18 days: "Provided operational support, at Headquarters, for a highly sensitive joint OS/CI Staff project" -- I ignored that. But adding^{up} all the periods that looked like good [REDACTED] service, it still came out to the 38 months.

Well, I don't know. How do you others feel about this case?

25X1A [REDACTED] I wondered why the Director of Security and the DDS did not make any comment verifying that they considered this was qualifying service?

MR. FISHER: Well, Howard Osborn says here:

"Attached hereto is a memorandum from [REDACTED] 25X1A requesting that favorable consideration be given to designating him as a participant in the CIARDS. It is a sanitized version of his original request dated 3 December 1970 and, from a cover/security point of view, has the approval of both this Office and SB Division."

Apparently the first memo got into a little more sensitive information, so they rewrote it. (Continues reading)

"If you agree, this Office will retain [REDACTED] 25X1A original request until a decision has been rendered concerning his participation in the CIARDS. If any additional information is desired, please advise."

25X1A [REDACTED] Osborn is only saying from a cover/security standpoint they approve its being considered. He is not saying he thinks the service is qualifying. Do you know that Osborn does consider it qualifying service?

MR. FISHER: No. I think that is a very good point. I must admit, I read that one a little too fast. This case hasn't even been through the DD/S or the DD/P -- it hasn't been through either one.

25X1A

[REDACTED] So as I see it, we are only taking

25X1A [REDACTED] word here

[REDACTED] Osborn says from a cover/security

SECRET

standpoint, is all he says --

25X1A [REDACTED] And you didn't receive the original memorandum?

MR. FISHER: No. It was supposedly a little on the sensitive side.

25X1A [REDACTED] is with the DD/P now, even -- which is probably one of the problems-- Well, I think we are going to have to go back-- It doesn't even look like it has been to the CS Board for them to discuss that part of it, does it?

Well, let's send this one back.

Murray, will you check on this? and if necessary let's send a memo to both Security and the DD/P --

25X1A [REDACTED] I wonder if I should call them right now? Maybe I should call [REDACTED] right now. 25X1A

MR. FISHER: It hasn't even been through the CS Board. They should have sat in judgment at least on his time in the DDP. Was he on loan, do you think?

25X1A [REDACTED] It doesn't sound that way here. It sounds as though he is assigned.

[REDACTED] 25X1A

25X1A [REDACTED] maybe all of this is answered in the material that [REDACTED] is holding. 25X1A

25X1A MR. FISHER: Well, I hope so. The nature of his work even with DDP [REDACTED] was all sort of security type work -- an awful lot of it was [REDACTED] agent hand-holding, and I would think 25X1C that maybe [REDACTED] could talk to the entire period of this man's work, without 25X1A having to go back to the DD/P as well. (Reading) "Case officer for a high-level satellite defector and his family..." - and so on.

Okay. You're right, Jay. And now I'm even

SECRET

SECRET

more concerned because it almost looks like [REDACTED] stayed away from any specific recommendation. Which is unusual. 25X1A

25X1A [REDACTED] I think all of these cases that come up to the DD/S come through me -- but this one has not been -- so maybe it went to the DDS directly, then.

25X1A [REDACTED] says that it did not go to the CS Board, but that they would go along wholeheartedly. This has been handled entirely by [REDACTED] It hasn't been to the CS Board. But

25X1A [REDACTED] is sure that the CS Board will go along with it.

MR. FISHER: Well, at the very least I'd let to get it directly back to Security that we need a statement from them that the facts as documented here are accurate. And I think they can speak to all of this man's service. If they can't, then they should say so. And then hand carry it to the DD/S to get their concurrence on it. And then if necessary I could poll the Board-- Well, this is the 7th of January, so we could still consider it at the next meeting, if necessary. We're all familiar with the case now generally, and I think-- Well, again, if this is all supported it is my feeling that this represents a pretty good case.

25X1A [REDACTED] Yes. But I'm still thoroughly confused by paragraph 4, what period of time that is meant to pertain to. I don't see any block of time that I can relate nine years of service with [REDACTED] Is 25X1A that March 1954 to May 1965? That doesn't make sense -- that's more than nine years. He says he gets four and a half years of qualifying service out of it, and I can't find it anywhere in here.

MR. FISHER: Again I'm repeating myself here, but it sounds to me like all this time he is lining up here, these are specific things that happened to him when he was in the DD/S - paragraph 3.a. through 3.dd. Then he says the total service performed outside of the immediate headquarters area in Washington D.C. was 19 months and 9 days. Then, sort of gratuitously, he is saying: Of my nine years with SO at least 50% of my time

SECRET

SECRET

was in supporting DDP covert operations.

25X1A [REDACTED] Four and a half years' credit for that?

MR. FISHER: But I ignored all of that and I was just adding up that which he has identified here, and he still has adequate time -- this was my only point -- that is, even with leaving out some of this, he still has [REDACTED] adequate time.

25X1A [REDACTED] Something like 15 months.

MR. FISHER: Right.

Then we go over to his [REDACTED] service and I added that 25X1A up and it adds up to 38-plus months. And that service, together with the 15 months, if it's all valid --

How did you feel, Sid?

25X1A [REDACTED] It leaves me confused. Now I think the

25X1A first thing to do is to get [REDACTED] reaction. Also there should be a clarification of just what [REDACTED] was doing all during this three, four lines - 25X1A two sentence descriptions that he gives of his activity. Because some of his domestic service as he lists it here is qualifying [REDACTED] if it's true.

MR. FISHER: Well, we're going to get [REDACTED] to 25X1A speak to that.

I don't have too much trouble when [REDACTED] says: 25X1A

"Participated in the same activity as described above" - he [REDACTED] means

25X1C [REDACTED] I think we still need somebody other than [REDACTED] 25X1A himself, to say this is true.

25X1A [REDACTED] What is the implication of [REDACTED] Ralph Pollock 25X1A having this case?

MR. FISHER: I assume they want to keep [REDACTED] 25X1A moving in the direction of the door. But I'm sorry, I draw a blank on that, too -- obviously, I wasn't aware of that-- Well, we will wrap it all up.

25X1A [REDACTED] Maybe it could even be postponed beyond January, if need be.

SECRET

SECRET

25X1A MR. FISHER: I have a feeling this ties in with [REDACTED] - 25X1A

[REDACTED] Well, if you're satisfied, Harry, we can probably clear it by telephone, if you really want to move on it.

25X1A [REDACTED] We will get back to Security and tell them we would like a coherent statement verifying the time in both Security and in SB, where he [REDACTED] apparently was doing security-type work -- the total time -- and their statement that this is true and accurate. And then, Murray, when you have that, then it should be handcarried to the DD/S. And there should be a concurrence line on the memo for the DD/S.

25X1A [REDACTED]: DD/P or DD/S? [REDACTED] think there is still the question to be raised: Is he now in DD/P?

25X1A [REDACTED] He is now assigned to [REDACTED] 25X1A
MR. FISHER: He is in DD/P now.

25X1A [REDACTED] When did he move to [REDACTED] 25X1A

25X1A MR. FISHER: That sounds like a holding action to me.

But I think [REDACTED] will take primary cognizance. If he doesn't, then we are back in trouble again.

25X1A [REDACTED]: By an action here, [REDACTED] is 25X1A
still assigned to [REDACTED]
[REDACTED] He's a "D" careerist. It has [REDACTED] to go to the CS Board.

[REDACTED]: But the Form 3100 says he is working

25X1A [REDACTED]

MR. FISHER: Well, irrespective of where the man is sitting, he is a "D" careerist, for sure. Security certainly has to talk to the time that he was with Security -- and, if no one else, we will get SB to speak to the other time as it's routed to the CS Board. In the meantime I will talk to [REDACTED] about it.

25X1A

I'm sorry that this case was not well staffed. It

SECRET

SECRET

sure wasn't flagged in any way here.

Okay, let's move on.

25X1A

[REDACTED] Would you want to call [REDACTED] now and ask him if he wants to come down, if it is that kind of a rush case? 25X1A

MR. FISHER: I don't know if he can make it on such short order.

25X1A

[REDACTED] ought to be given a chance to look up his own records. 25X1A

MR. FISHER: I hate to catch him that short.

I think in any event, Charlie, they have to get

25X1A this documented better than it is now. As I say, what threw me was that covering memo from [REDACTED] which indicated Cover and Security approval. 25X1A

25X1A

[REDACTED] And approval of SB, too -- in [REDACTED] memo of 18 December.

MR. FISHER: It implies that as far as [REDACTED] is concerned, 25X1A it's okay -- and also Cover and Security.

Well, let's move on.

Next case, [REDACTED] a request for an extension under Civil Service for 10 months, to 31 December 1971. It's not really her request -- it's presented as the request of the Chief of NE. She is writing history, has a particular ability. And DD/P has concurred. In January 1972 she will complete 20 years. She really would get a relatively small annuity. Nevertheless, the request is based on operational reasons. She will be 62 in February 1971, so at this retirement date she would have 19-plus years. 25X1A

25X1A

[REDACTED] I think the only problem, Harry, as I recall we agreed some time ago that normally the writing of history wasn't going to be a reason for deferment. And in fact I believe we did consider a few such requests--

25X1A

[REDACTED] But this is the request of the Chief of NE

SECRET

because they need her.

25X1A [REDACTED] Well, we have had requests like that
from other Chiefs--

MR. FISHER: I'm not aware that was a Board policy.

Col. White had said he was going to look awfully closely at any extensions
requested to write history. But I'll tell you, since that decision had been
made the writing of history has been given a greatly increased priority.

Col. White hasn't been giving us a hard time now on any of them.

25X1A [REDACTED] At our last meeting the Board
approved an extension for [REDACTED] for writing history [REDACTED] for the 25X1A
CIA historical program.

[REDACTED] The one where 25X1A
put in his big plug. And Col. White didn't have any trouble with it.

25X1A [REDACTED] Well, if he doesn't, then we shouldn't!

MR. FISHER: It really wasn't the Board. I had told
you that Col. White was going to look very carefully at these-- Because
early on it became the slogan: We need him to write history.

25X1A [REDACTED] Apparently [REDACTED] declined 25X1A
membership in the Agency's System.

25X1A [REDACTED] Yes -- and she wanted to work
until age 62.

MR. FISHER: And what Col. White was talking about,
really, were the supergrades that were being kept around for this. But
25X1A here in [REDACTED] case she's sitting there grinding it out -- and Col. White
doesn't have trouble with that.

25X1A [REDACTED] is slightly wrong when he
calls it "operational reasons" -- because the Division didn't say for
"operational" reasons.

25X1A MR. FISHER: The word sort of overstates it, yes.
[REDACTED] But the real pitch is for need, rather
than compassion.

SECRET

MR. FISHER: In our findings we will say the Chief of NE is requesting that she be allowed to stay on -- she hasn't asked for this herself -- and she will continue to make a valuable contribution.

25X1A

[REDACTED] The request was for a 10 month extension?

25X1A

MR. FISHER: Yes.

[REDACTED] Move we approve it.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A

[REDACTED] The next case is [REDACTED] who is 25X1A

looking for domestic qualifying service. He needs 40 months. And he will retire 31 June 1971 at age 56. He could retire under discontinued service under the Civil Service without a reduction for age. He had only one and a half years overseas, in [REDACTED] and since then has been in [REDACTED]

25X1A

25X1A

25X1A

25X1A

[REDACTED] Which one of our provisions is he applying under?

MR. FISHER: Practice of stringent security and tradecraft.

25X1A

[REDACTED] That's a little hard for me to find!

MR. FISHER: Is there any one here who feels there is any basis in fact for this thing? I certainly do not! I think it's ludicrous!

25X1A

[REDACTED] I don't see how we can possible find it under any of our criteria.

25X1A

[REDACTED] He is there under official cover, although those with whom he needs to deal certainly know he is CIA. I assume they don't put a sign up on his door, and in that sense he is under cover.

Sid, can you say anything for this man?

25X1A

[REDACTED] I'll say this overseas duty is automatically qualifying -- because he served overseas -- there's no question on that aspect

SECRET

of it. But as far as the 41 months are concerned, that is another issue.

25X1A MR. FISHER: Well, I'd like to have a motion from
some one.

[REDACTED] I move it not be approved.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A [REDACTED] Just by the way, now that I've gone
through my own notes here-- They all throw in this language of -
"I won't be able to discuss what I did with anybody on the [REDACTED] outside."

25X1A Certainly this fellow [REDACTED] can say - "I was a liaison officer
between civilian components of the Government and the military." He
would [REDACTED] absolutely have no trouble there.

Next case is [REDACTED] He is looking for 25X1A
domestic qualifying service and if obtained will retire in April of 1971.
He needs 23 months and 21 days. He will be 58 and a half years old in April.
He too could retire under discontinued service without a reduction. The
period of time for which he is claiming credit is June 1954 to 1957, a two
and a half year period when he was engaged in the [REDACTED] 25X1X

25X1X [REDACTED] At least as I read it, it sounds to me like during that period
of time he was exposed to agents under safehouse conditions. It reads
pretty good.

25X1A [REDACTED] I had no trouble with it.
[REDACTED] Have we had cases now of people down

25X1A [REDACTED] who have applied to
us for credit for that type of service?

25X1A [REDACTED] MR. FISHER: I don't recall it at [REDACTED] 25X1A

[REDACTED] Because I would have trouble drawing
a line between people working at [REDACTED] and this fellow. 25X1A

25X1A [REDACTED] It was only the training at [REDACTED] that 25X1A

SECRET

25X1A

was connected with [REDACTED]

MR. FISHER: It was the nature of the training they had

25X1A been exposed to at [REDACTED] in which we didn't question whether it was

25X1C [REDACTED] and that type of thing. But

this one, as I read it, was in a safehouse [REDACTED] face to face -- 25X1C

certainly the type where we have given credit in the past.

25X1A

[REDACTED] I think in your [REDACTED] training 25X1A

he's there for a two year tour and this would be part of maybe a build-up
with other time, and most of them would have had enough overseas service to
qualify them anyway.

25X1A

[REDACTED] I take it he wasn't necessarily [REDACTED]

doing this all the time during this two and a half years, was he? I suspect
he had other duties back in headquarters.

25X1A

MR. FISHER: You're pretty hard nosed today, Karl.

[REDACTED] I am! because this fellow could have
been training these people in photo techniques. The extreme security and
tradecraft business just doesn't appear in this to me. I don't see that
tradecraft was involved. And yet I presume that is the basis for calling this
creditable service. What's "tradecraft" about going in and training somebody
to use a camera? you know?

MR. FISHER: Again, I don't think we have ever had

any trouble with it - the man that is training in [REDACTED] trying to get 25X1A

25X1A

in and out of [REDACTED] with a degree of security, protecting, serving as a
buffer between the Agency and the agent -- I think we've had a number of cases
where we approved that.

25X1A

[REDACTED] But why, Harry, aren't we even requiring

the same kind of breakdown of that that we are requiring for the Security guy
and other people when it comes to domestic service here? I think we should.

MR. FISHER: Well, I don't agree-- And we

have another case here today--

SECRET

SECRET

25X1A

[REDACTED] We have another one of [REDACTED]

25X1A

cases, as a matter of fact, don't we?

MR. FISHER: If a man is in a two year assignment where he is training agents, I don't think we can say: Was he doing it every hour of every day.

25X1A

[REDACTED] Why do we do this for the Security officers?

25X1A

MR. FISHER: The Security officers have normally been assigned to sort of a [REDACTED] in which they have a wide variety of duties. But this man's duty was training agents. Whereas the Security officer is doing a wide variety of things.

25X1A

[REDACTED] bet you this fellow was, too!

[REDACTED] Do you want me to read from his file what his duties were? - the last nine months of it, anyway?

25X1A

[REDACTED] es, of this period we are talking about.

[REDACTED] (Reading) This is April 1956 to 1957 -- photographic instructor -- performs duties such as developing, enlarging, washing prints, negatives -- uses all types of cameras -- maintains stock inventory -- writes requisitions -- writing technical reports -- subject is a very dependable, thorough technician - one of the most competent I've known.

[REDACTED] Does it say anything about the training of agents?

25X1A

[REDACTED] Not here -- and this is the last eight months of it.

[REDACTED] The first item there was "instructor."

[REDACTED] Yes, photographic instructor.

[REDACTED] But is that instructing Americans? or what?

[REDACTED] And the Fitness Report before that

SECRET

SECRET

one says: Scheduled classes for tutorial covert training -- gives lectures and demonstrations assisting and in addition gives lectures and training assisting OTR courses -- maintains stock record inventory -- is on standby for travel duty.

25X1A [REDACTED] Does that sound [REDACTED] anything like full time duty to anybody here?

25X1A MR. FISHER: This last one said he was in covert training.

[REDACTED] But you don't know whether he was training CT's or what.

25X1A MR. FISHER: Training CT's is not covert training.

[REDACTED] It said covert training and in addition assists OTR in their training courses on photography.

25X1A [REDACTED] There is a clear implication that it's part time duty there, isn't there?

25X1A [REDACTED] But the major portion of his duty is covert training, but he also assists OTR --

25X1A [REDACTED] But he has five other duties listed.

25X1A MR. FISHER: Not on that one. The first one.

[REDACTED] This is the Fitness Report covering

25X1A the first [REDACTED] year -- [REDACTED] teaches photography ...

Agency personnel. He is charged with maintaining stock supply records, etc. When called upon he assists the various Divisions ... so as to avoid [REDACTED] errors in ordering ...

for a total of eight weeks when the Section Chief was away ... doing TSS briefing lectures usually given by the Chief.

25X1A MR. FISHER: And no mention there about any covert training!

[REDACTED] What I'm really getting at is I think we have to be consistent in the kind of documentation we require -- and this one

SECRET

SECRET

certainly doesn't sound very good to me.

25X1A

[REDACTED] We have been all through this--

And your point, Karl, is looking very much better when we read these

Fitness Reports, I admit! But when a man was out doing [REDACTED]

25X1C

5X1C

[REDACTED] and you know that that was his duty, I don't think we want

to say: Give us the days on which you [REDACTED] -- if he did it maybe every

25X1A

second week -- I think we would be getting too precise. But this case

here is [REDACTED] beginning to look -- contrary to what they have said here --

like there was a much shorter period of time when he was actually training

agents as a primary duty. Only one Fitness Report addressed itself,

really, to that.

25X1A

[REDACTED] That was April 1954 to 1955 -- the

last one I read.

MR. FISHER: April 1954 to 1955 was his first year.

25X1A

[REDACTED] April 1955 to 1956 -- that's the

one where it said he was an instructor assigned to TSD for

covert training and it says that included operational type problems in D. C.

That is from 1955 to 1956. Then the last part of it was the one where he had

the six jobs. But the only place it mentions covert training is in the middle

there, and it says: including operational type problems in D. C.

MR. FISHER: Well, again as far as [REDACTED] and the

25X1A

Board is concerned, I went along with the nature of the domestic work

performed by him meets the criteria by virtue of the practice of stringent

security and covert tradecraft procedures, assuming the time factors were

right. The idea of his being at a disadvantage in getting outside employment,

that doesn't apply at all.

25X1A

[REDACTED] No! That is nonsense!

MR. FISHER: He certainly could say he was in

photographic work.

Do you have any more on this, Sid?

SECRET

25X1A [REDACTED] o. This was apparently taken up
at the CS Board.

[REDACTED] : The cover history on the [REDACTED]
front says he was overt in April 1957.

25X1A [REDACTED] The 1 October 1970 memo says: "From
about June, 1954 to January 1957 I was responsible for the covert training
or briefing of many foreign nationals as individual students or as members of
a group."

25X1A [REDACTED] is only asking this
Board to consider the case. He is not certifying to the correctness of this
statement at all.

25X1A [REDACTED] You will also notice from his record
the first year he was in a grade 9 and the second year he was a grade 11.
Would he be doing tutorial training in this field as a grade 9?

MR. FISHER: Oh yes! yes. Very definitely. For
example in Commo any [REDACTED] training would more often than not be done
by a grade 9.

25X1A

25X1A [REDACTED] L: In December 1956 there was a
promotion request.

[REDACTED] What did that say?

MR. FISHER: (Reading)

25X1A [REDACTED] is an outstanding employee, highly
capable technically and able to effectively supervise
the activities of others. His attitude toward his work
is an extremely serious one and is reflected in very
favorably in the excellent critiques received from
students who have attended the basic photography
course. We have noted with great satisfaction
his meticulous and highly successful attempt to
organize a workable filing and requisition system.
Due solely to his efforts the inventory and supply
situation in his Branch is in excellent condition.
His contribution to the basic photography course
has been great, and he has voluntarily worked
many hours overtime."

SECRET

SECRET

There isn't one word in here about his training. And
this is December 1956, at the end of his first year.

25X1A

Right in the middle of it.

I think this case needs to go back, too.

Off the Record

25X1A

I think in their eagerness to get rid of
some of these people they are not doing their jobs, really.

25X1A

How do you feel about it, Charlie?

I think we need to go back and clarify
the record here.

Jay?

: There doesn't seem to be enough
qualifying time here. He is asking for 23 months and there seems to be
only documentation covering 12.

25X1A

Yes, at most, really.

Well, he's asking for retirement in April, 1971,
so there's plenty of time. I think maybe [REDACTED] would be a good
one to have speak with us here.

25X1A

25X1A

Has [REDACTED] been down there that long?

25X1A

Oh yes! he has been the Deputy there
for about two years now. He certainly ought to know.

25X1A

Let me read my notes here. If as he

25X1A

says he trained [REDACTED] in this period--

25X1A

Apparently that couldn't have been a
very significant part of his time or it would have shown up more in the
record, I would think.

25X1A

It would have been mentioned in the
promotion recommendation.

~~SECRET~~

25X1A

[REDACTED] Excuse me -- I should have mentioned this earlier -- but I think you all know [REDACTED] 25X1A

as you know is now the Deputy Director of Personnel. He is going to be handling a lot of this work and may eventually succeed me here (as Chairman). So he might as well sit in on these meetings. Col. White suggested that he sit in on all of these. And obviously, [REDACTED] you are welcome to 25X1A

contribute to these things. You may even know some of these people.

Next case, [REDACTED] He is looking for 25X1A

domestic qualifying service, and he will retire between June and December of 1971. He needs almost 30 months. He's 53 years old.

[REDACTED] I didn't have any trouble with this one. 25X1A

Then you didn't look at the bottom of page one of his memo. I got the distinct impression that mostly what he was doing was performing TSD duties - "...and was, in addition, a case officer for two agents ...". And I have no idea what kind of time that adds up to for that period of nearly five years. I don't know whether he did that the first month and that was all - or what. That is at the bottom of the first page of his memo of 14 October 1970.

25X1A

[REDACTED] The point I had in mind was that JMWAVE time working with agents and TSD work working with agents has been counted before, consistently, for Finance officers, personnel officers, etc.

[REDACTED] Oh no! only those who were in a 25X1A

direct relationship with the foreigner. We had Commo officers down there and we didn't give them qualifying service.

[REDACTED] Well, the Commo officers who were 25X1A

providing communications to the station never got credit but the Commo officers who were in training of clandestine [REDACTED] operations all got [REDACTED] credit.

[REDACTED] Well, you know, a TSD guy sitting down 25X1A

there developing photographs - does he get qualifying time? I don't think so.

~~SECRET~~

Next 1 Page(s) In Document Exempt

SECRET

and we don't know if he performed this kind of duty for one month out of that whole period or --

25X1A [REDACTED] But we can ask and get that period blocked out.

25X1A [REDACTED] I don't know, though -- this is awfully difficult for a guy to do.

25X1A [REDACTED] But we are asking it of some, Harry, that is the part that bothers me -- we are asking it of some people and not [REDACTED] of others.

25X1A [REDACTED] The way I read this I see his primary function as being there to support these agent operations. Now, to try to break that down to: "How much time did you spend in the office preparing the devices -- and then how much time with the agents?" To me that would be difficult. The breakout we have required is usually for these Security types where really a good portion of their time is definitely not qualifying.

Well, I don't know --

25X1A [REDACTED] Like the situation we found in this last case [REDACTED] where the guy makes a blanket statement and everybody signs off all the way through. I think we ought to require at least that much certification in this case too.

25X1A [REDACTED] How do you feel, Jay?
[REDACTED]: I'm satisfied with the presentation. I'm assuming from the write-up that this was his job there. There is no indication that there were other duties of any other [REDACTED] kind.

25X1A [REDACTED] do you have his file here?
Let's just take a peak at it for the middle of this period.

25X1A [REDACTED] There is another difference here. And let me say, I've crossed a bridge that maybe some of you haven't. And that is, this is [REDACTED] cover duty -- and we used that factor in considering

25X1A

SECRET

the personnel officers, the finance officers, etc., who were out meeting agents and giving them their money, and taking care of their personal problems--

25X1A [REDACTED] I sense a definite stiffening on your part here. We have sat here and given it to Finance people and Personnel people, after satisfying ourselves that a good portion of their total time was in this type of thing. This one seemed so much better than so many we have considered before, that I'm sort of questioning why --

25X1A [REDACTED] I will cease and desist if this man's file tends to support his request.

25X1A [REDACTED] (Reading from file) For most

25X1C [REDACTED]

25X1A [REDACTED] Okay. Okay. It does certify that he was handling an agent. All right.

25X1A [REDACTED] then read

25X1A from [REDACTED] personnel file his duties in 1963.)

25X1A [REDACTED] Well, most of that doesn't impress me,

25X1C because it could be done right here in headquarters. But if he was handling an agent - [REDACTED]

MR. FISHER: I Don't think there's any distinction between *at wave he was in* doing it overseas and here, but *it's being in more* direct contact with the agents --

25X1A [REDACTED] Yes, if that is why it's being done there --

This one didn't really give me any problem. As a matter of fact it even comes pretty close to being really the kind of thing that really can't be [REDACTED] discussed with a prospective employer -- although I don't think we have to recommend it on that basis. But it was all

25X1C [REDACTED] -- as I read this thing he collected

SECRET

SECRET

25X1A

things for the agents, [REDACTED] By God! if this
isn't different than normal Government service!

25X1A

[REDACTED] Then his duties in 1965. (Mr.

25X1A [REDACTED] then read these duties to the Board.)

25X1A

[REDACTED] He could do that in my office!

[REDACTED] The hell he could! I'd like to see you

25X1C [REDACTED] - You can't! Because there is a time factor involved
if you are moving documents out either by pouch or train or by plane -- it
has to be in and out before you can do anything. You can't sit here and do
anything--

MR. FISHER: Maybe you're right, Karl, that it could
be, but maybe there is one little edge here-- And as I say, it's because of
the number of times I had been down there during this [REDACTED] period of time
and my knowledge of how these guys were working with them -- Because
they are not too different than the commo business. And the difference was
there was a very close relationship between the support people and these agents.
It was an ideal situation. They had safehouses where they could meet with them.
And I think this is what influences me on these people --

25X1A

[REDACTED] On some of the people, and this is borne
out in their files. So I'll go along with this one because we have some
documentation here.

25X1A

. . . [REDACTED] then made the motion that

25X1A [REDACTED] be designated a participant in CIARDS.

[REDACTED] seconded the motion and it was passed . . .

25X1A

[REDACTED] And this next one is another one where
I'm suspicious!

MR. FISHER: [REDACTED] He is looking for
11 months of domestic qualifying service and mandatory retirement in July
of 1971. I'm sure you probably saw through this. Under CIARDS he can

25X1A

SECRET

SECRET

retire at age 60 without 20 years of service. Under Civil Service he would need 20 years, and therefore he would be 61-plus before he would be eligible. It might have looked strange to you to say 13 months ahead of time that he is going to retire at age 60-- But that is the reason.

He was an engraver in reproduction for most of his time with us. He was doing training himself -- and I don't know who he trained -- from 1970 to the present.

This is not an unfamiliar type of case. It does seem to me that if he was an etcher and plate maker that he could say so, in seeking outside employment. Also, I do find it a little more difficult when a man is retiring at age 60 to worry about his having a second career.

I throw it out for discussion.

25X1A

██████████ he is one of your boys -- once removed, I admit.

Do you have anything further?

25X1A

██████████ That last sentence in paragraph 2 is probably valid but I don't know how often it comes up. (Note: Referring to the following: "During the period from August 1970 until the proposed retirement

25X1C

MR. FISHER: I guess what I'm saying is I don't really see it as domestic qualifying service under (11)(a) or (11)(b) -- so you would almost have to find it under (11)(c) -- and I think I'm questioning that he would be terribly inhibited from saying that he was in reproduction work generally, and including plate making, etching, or whatever.

25X1A

description?

██████████ What do they call him in his job

L: Right now they call him an Instructor

Technical General.

MR. FISHER: In 1953 he was ██████████

SECRET

1968. He made a number of video training films of technical equipment.

25X1A

MR. FISHER: What period are you in now?

[REDACTED] February 1968.

MR. FISHER: Would you go back and take one in the

1952 to 1955 period? any time in that period.

25X1A

[REDACTED] August 1952 to May 1953: a

25X1C

[REDACTED]

25X1A

MR. FISHER: And that's it?

[REDACTED]: Yes.

25X1C

His own version - [REDACTED]

sounds a little better!

25X1A

[REDACTED] Harry, am I right now that (11)(c)

was really put in here in contemplation of some forced early retirements?

And this is not an early retirement case.

25X1A

MR. FISHER: We are working on possibly changing

[REDACTED] because it gives us all fits, and one of the thoughts is just to say this is something that we only apply if the man is retiring before age 55, or something. Because it does get a little ridiculous if the man has had a 30 year career with us and is age 60, and he is saying: "I can't tell a prospective employer what I did here, and therefore it makes it difficult for me to get an outside job." That really wasn't the intent of that. It was intended for the man who comes back burned out because he has done a lot of things, and we are kind of pushing him out -- that is what [REDACTED] was intended

25X1A

25X1A

for. But it doesn't say that in the [REDACTED] And more and more it's becoming stereotyped - "The nature of his work is such that he cannot describe it adequately" --

25X1A

[REDACTED] It's almost a stock phrase throughout

these cases.

Charlie, what do you think about this one?

SECRET

Next 1 Page(s) In Document Exempt

SECRET

25X1A

MR. FISHER: The next case is [REDACTED].

25X1A

[REDACTED] Yes, and let's just recommend that
it be approved.

25X1A

[REDACTED]

Does anybody have any trouble with this case?

(No response.) Then I'd like to have a motion.

25X1A

[REDACTED]

Move it be approved.

Second.

. . . This motion was then passed . . .

MR. FISHER: Next case, [REDACTED] a GS-7 in 25X1A

25X1A

the DD/P -- a one year extension under the Civil Service. She would have an
annuity of about \$2900 based on only 18 and a half years of service. [REDACTED] 25X1A
and [REDACTED] both think it's an operational as well as a compassionate reason.
She has no relatives or prospect of relocating to a lower cost of living area --
must live on her annuity -- will find other employment -- an extra year will
increase her annuity and help defray cost of dental expenses. As a GS-7
with that low annuity I don't think we would have much trouble with it, but I
think we would have to do it on compassion.

25X1A

[REDACTED]

Right. And I have no trouble with it.

So move.

Second.

. . . This motion was then passed . . .

MR. FISHER: Next case, [REDACTED] 25X1A

25X1A

[REDACTED]

I really think he should not bother the

~~SECRET~~

Board with this. I think if he and the Director agree that [REDACTED] is 25X1A
invaluable and that whole shop will collapse without him, why don't they just
ordain it?

25X1A [REDACTED] I had a lot of trouble with this.

MR. FISHER: For the benefit of those Board members
who were not present at the time, I think it would be interesting to you to know
that the DDS&T made a strong pitch for early retirement - to give [REDACTED] 25X1A

25X1A [REDACTED] CIARDS so he could leave early. But the Board [REDACTED] did not give him
domestic qualifying service for CIARDS, and since then we have had two
extension requests, rather than [REDACTED] early retirement. 25X1A

25X1A [REDACTED] About four months after he was
turned down on CIARDS they came in with the first request for extension.

25X1A [REDACTED] Which makes it very difficult for us
to give a sensible hearing to a case like that.

25X1A [REDACTED] I assume this is right - that he can't
be replaced?

25X1A [REDACTED] I don't believe that about anybody, really.

And I'm getting ready for the next one - which is [REDACTED] case, 25X1A
which is coming up today.

25X1A MR. FISHER: Yes, his is very much the same sort
of thing.

[REDACTED] Yes, very much the same.

I didn't get to him but I wanted to tell [REDACTED] 25X1A

I hoped he would just excuse me if I didn't take part in the discussion of [REDACTED] 25X1A
25X1A [REDACTED] case.

MR. FISHER: I thought you (indicating [REDACTED] 25X1A
would be able to talk to this [REDACTED] case. If you can't, then I think we ought
25X1A to get [REDACTED] down here. Not that I'm not quite sure what he is going
to say, but - you know, I would be hard put to say: "By God! never mind
the needs of the Agency! - even though this man is critical to our needs, we

~~SECRET~~

SECRET

have to make him go." And when the Deputy Director says, "I need this man for operational reasons." And not only that, the statement has been made at times that in the DD/I and in the DDS&T there might be occasions where they would want to keep somebody until age 62. So, okay,

25X1A [REDACTED] is still within that -- and that statement was sort of put into the record by the DD/I when this whole policy was passed.

. . . Off the record . . .

MR. FISHER: Now, Karl, do you want to talk to

25X1A [REDACTED] before we talk to [REDACTED] Do you want to try him first? and 25X1A then we will take it from there.

25X1A [REDACTED] Okay, and then I will call you.

MR. FISHER: We can reschedule this case --

there's nothing critical about this one. So either you get an answer

25X1A from [REDACTED] or we get [REDACTED] down here -- which we will decide 25X1A

25X1A after you talk to [REDACTED] But I don't particularly care to duck this Board's action, if we don't have to.

25X1A [REDACTED] Before we leave the [REDACTED] case, Karl, 25X1A

25X1A what are you going to ask [REDACTED] whether he really [REDACTED] meant what he said?

25X1A [REDACTED] I'm going to point out what I think is an extremely inconsistent position in the first instance: having backed him, and quite strongly, for early retirement, why now do we find [REDACTED] 25X1A indispensable and all that sort of thing? And I'm going to tell him about some of these other movements down in ORD, too.

25X1A Now in some cases-- In the case of [REDACTED] 25X1A

[REDACTED] for example, [REDACTED] and the Director agreed that they were 25X1A

25X1A going to extend [REDACTED] until the completion of a particular project.

And I think that that is the way to do it -- not ask this Board to make a ruling

SECRET

SECRET

on something they don't have any basis for making a ruling on - the indispensability of a guy.

25X1A [REDACTED] Except he says that he started something here that needs to be continued until it's completed. Aren't we almost saying

25X1A to [REDACTED] We don't believe what you said in the first place.

25X1A [REDACTED] If we have to, yes, we will say that.

25X1A MR. FISHER: We would be in a [REDACTED] different position if [REDACTED] had endorsed all of this. I think we have to give [REDACTED] 25X1A his time with [REDACTED] -- which I hoped he would have had. But there's no rush on this case -- we have plenty of time.

Next case, [REDACTED] and extension request 25X1A for one year - December 1971 to December 1972, under Civil Service. Now, we have had the strong management approach, but here is a guy who insists that - "You can't do without me." And most of his arguments, as you read them, were management-oriented arguments. "How can you dispense with me?" Which [REDACTED] says he can do! And [REDACTED] does sort of 25X1A contradict himself, too, because he says he would have no problem making more than this \$6,000 on the outside, and yet for some reason he wants to stay here.

So we're down to: does he have a compassionate problem? And, [REDACTED] really, it's not a good case. He is talking about sending his boy to medical school -- he has already finished college!

Well, I find it hard to argue with management in this case.

25X1A [REDACTED] Unless he wants to come back with a straight compassionate type of argument.

25X1A MR. FISHER: But I think you would have to agree-- [REDACTED] is a GS-15 and has been for some time, and I can't believe that the death of his mother and burying her, is impoverishing him. I just don't see it.

Do I have a motion here?

SECRET

SECRET

25X1A

[REDACTED] Recommend we disapprove it.

[REDACTED] Second.

. . . This motion was then passed . . .

25X1A

MR. FISHER: [REDACTED] Another

indispensable man! Boy! [REDACTED] comes up with the stories! I do 25X1A

understand that even the CS Board gave him a hard time on this one. As

you see, he said: I finally recruited a guy that can replace [REDACTED] 25X1A

and low and behold one of my other senior men left, and now I have to replace

that senior man with this good doctor, and therefore I need another one for

25X1A

[REDACTED] This time it will take [REDACTED] until age 63. His 25X1A

previous extension was for 11 months.

25X1A

[REDACTED] What he says here: [REDACTED] 25X1A

25X1A will be assigned to replace [REDACTED] who desires to retire rather than have an

additional one year extension. [REDACTED] has already been given a year's 25X1A

extension under CIARDS and they are assuming another one would be approved.

25X1A

MR. FISHER: When did [REDACTED] extension run out? 25X1A

[REDACTED]: It hasn't run out yet. I think it will

run out in May or June of this year. He is already on a one year

extension.

MR. FISHER: So I think you have to ask yourself the
question: Did they recruit this man for [REDACTED] whose one year extension is 25X1A

about to run out -- or did they recruit him for [REDACTED] 25X1A

25X1A

[REDACTED] Do you have anything to say on behalf of your man?

[REDACTED]: To go back to what [REDACTED] 25X1A

just referred to, in the [REDACTED] original request for the extension of

25X1A [REDACTED] they said they were going to have somebody replacing him - Dr.

[REDACTED] Now they have another guy. And I think meanwhile one of them
was promoted -- [REDACTED] I think it was. It looks like a happy little 25X1A

merry-go-round down there!

SECRET

25X1A MR. FISHER: It really does.

[REDACTED] Because this will go on and on. If this is approved again I'm sure the next time the case of one of these three comes up the same exercise will be gone through: Let's extend him for a year -- the other guy can move up -- and then you train the new guy coming in. This is what has been happening for the last two years with this group.

25X1A MR. FISHER: I was a little weaker on this-- Because
 25X1A like [REDACTED] says, when they convinced [REDACTED] that they must have this 25X1A
 25X1A man -- and [REDACTED] says it's his senior scientist. But when they say 25X1A
 they recruited and entered on duty [REDACTED] as a replacement for [REDACTED] 25X1A
 25X1A [REDACTED] But it has now developed [REDACTED] desires to retire rather than 25X1A
 accept an additional one year extension. Whew!

25X1A [REDACTED] is scheduled to retire in
 June, 1971. He has a one year extension.

25X1A [REDACTED]: That gave quite a lot of recruiting
 time, too.
 [REDACTED] This is almost two years since [REDACTED] came 25X1A
 up for the extension, and he is still there! And his replacement - he is
 to be replaced by another new man like [REDACTED] -- so all they need is a platform, 25X1A
 which apparently is what they are doing, is taking off from that point.

25X1A MR. FISHER: Does anyone feel that this is a warranted
 extension?

[REDACTED] Let me say, Harry, I feel the same way
 on this one as I do on the other case [REDACTED] 25X1A

25X1A [REDACTED]
 [REDACTED] Is this Board going to go back and
 say the Chief of TSD and the DD/P are pulling our leg [REDACTED] when they say
 this is an essential man? I don't want to sit down here and say that!

MR. FISHER: But you can't be on the other side, either,
 that every time they say they need somebody we should go along with it. It's

SECRET

SECRET

a tough spot to be in. I find it tougher with the scientific types -- I mean, they are more likely to be irreplaceable, I think.

. . . Off the record . . .

MR. FISHER: I wouldn't have any compunction about having the Director maybe reverse us on this one, if it is the feeling of this Board that they have pushed this one once too often.

I'm trying to figure out how he got to age 63 with only one extension.

25X1A [REDACTED] His first retirement date was July 1970 at age 62, and we gave him an 11 month extension to 30 June 1971.

25X1A MR. FISHER: What is his birth date?
[REDACTED] He will be 63 in July, 1971.

Now they want to extend him to June 1972 when he will be almost 64.

MR. FISHER: Do I have a motion on this one?

25X1A [REDACTED] I will move that we not approve it.

25X1A MR. FISHER: Is there a second?
[REDACTED] I'd have to object, on the basis of the DDI's position with regard to the retention of people that he feels are necessary to the operations. If [REDACTED] says this man is necessary for DD/P 25X1A operations, then I couldn't go against that, on the same principle.

25X1A MR. FISHER: And Charlie, you feel that way?

[REDACTED] Yes.

25X1A

FISHER: How about you, [REDACTED]

[REDACTED] I think this is the wrong way to go about it, the way this is set out here. If in fact there is a problem of getting replacements, why don't they start in time-- And apparently they haven't done anything in the past year-- In fact they have a couple of extra men right now, compared to what the situation was a year ago.

SECRET

'SECRET

MR. FISHER: Of course they discount completely the fact that when he was 61 they knew he was going to leave when he was 62 -- You know, you don't wait until a man reaches retirement age and then say, "By God we've got to go out and recruit somebody."

I'm hard pressed either way. You hate to rubber stamp this thing. But this is a time when apparently it should be easy to recruit scientists. As far as I'm concerned, even if they ^{waited} until a year before his planned retirement-- But they are giving themselves three years here to try and replace this fellow.

25X1A [REDACTED] I think their attitude is kind of embodied in that one statement here - "We will just ask for an extension." And I

25X1A don't think [REDACTED] has ever faced up to the fact that there is a policy and he has to start planning for it. We have seen it in many, many cases now in TSD. I remember several, at least, where the thing has come right down to the wire and they have asked for an extension.

25X1A [REDACTED] But isn't that a management consideration and not a retirement consideration?

25X1A [REDACTED] Yes, but we have to go back in our Directorates and live with the policy, and I don't think that TSD should get this kind of exception.

25X1A [REDACTED] It seems to me we ought to approve it but send forward a statement to the effect that the Director should state that there will be no further extension and that in the 18 month period from now until June, 1972, it is incumbent upon the DD/P and the TSD to have a replacement ready. I feel like [REDACTED] I don't see how this Board can 25X1A tell a Deputy Director that he doesn't need somebody for carrying on his activity.

MR. FISHER: [REDACTED] if you carry that all the way 25X1A through, then why do we sit in judgment on requests for extension that have been approved by the Deputy Director?

[REDACTED] I really wonder. 25X1A

SECRET

SECRET

MR. FISHER: I mean, I think we are here to see that all of the Directorates are approaching this thing in the same way.

25X1A [REDACTED] case, if we turn that one

25X1A down then all [REDACTED] would have to do is go to the Director and say: You have a little Board down there saying I don't know how to run my business.

25X1A [REDACTED] No, I think we would do it the other way and say: You have known for "x" number of years that you had a replacement problem and you haven't done anything about it.

MR. FISHER: I don't mind making them go to the Director on it -- it might be a whole lot more effective than just our saying it because we think the Director would go along with it.

It isn't an easy one, I admit. The more senior the guy, the more believable it is that he might be hard to replace. But we have gotten many extension requests that were supported by a Deputy Director that we have turned down and which were concurred in by the [REDACTED] Director. These just happened to be senior people.

25X1A [REDACTED] In other words I think we are more nearly the Director's Board than we are the Deputy Directors' Board, and I wouldn't hesitate to take a position counter to what [REDACTED] was taking if I felt we had good reason for doing it. 25X1A

25X1A [REDACTED] I don't have any trouble questioning qualifying service and that sort of thing. But the essentiality of a person in his organization, I think once a Deputy Director says that person is essential I don't see how we can sit here-- And I don't know [REDACTED] from anybody 25X1A else -- I don't know what he does or anything else -- How can I say that

25X1A [REDACTED] is wrong in this?

25X1A [REDACTED] Then we can get [REDACTED] down here 25X1A to tell us about that.

MR. FISHER: We are supposed to try and satisfy ourselves as a group that there is some legitimacy in this -- and if [REDACTED] comes down 25X1A

SECRET

SECRET

and gives us some kind of story on the difficulty of replacing this fellow, or something, then either we believe him or we don't. And I admit that [REDACTED] the more a guy is in some esoteric line --

25X1A

[REDACTED] You just said it when you said then

either we believe him or we don't, that is what it comes down to here,

25X1A

whether we believe [REDACTED] and whether we believe [REDACTED]

25X1A

MR. FISHER: We have to take a vote as to whether we as a group believe or don't believe.

But there is also the business of how much time they have had. If this man were 60 and asking for one year and they had tried for this whole past year to recruit somebody -- and from the time the guy was 59 until he was 60 they were looking for somebody to replace him -- and then they said, "It looks like we need another year" - this wouldn't be quite as hard to buy. But the [REDACTED] story, the fact that at one point we had a pitch 25X1A for his early retirement -- and then, "We have been looking for a year" - "Now we need another year" -- they aren't routine cases, is my point. I think I agree with you that on a guy like this, on a first extension you can go along with it. But I don't know where the end comes on these. And then he almost insults you with - "We certainly planned to get a second extension for this other fellow" -- now suddenly they need a replacement.

25X1A

[REDACTED] Up until 1967 the Board didn't get

into this at all, but then with the change of policy at the same time it changed the Regulation to make the Board act on both types of requests.

25X1A

[REDACTED] Let me put it another way, then. I don't

think we ought to turn one of these down without having [REDACTED] 25X1A or somebody come in and try to convince us that this is right.

25X1A

[REDACTED] I'll go along with that.

MR. FISHER: Certainly on [REDACTED] there is a question 25X1A

and we should hear from [REDACTED] on this one. 25X1A

25X1A

[REDACTED] Yes. Before we turn it down.

SECRET

SECRET

25X1A

[REDACTED] How strongly he feels and what action he has taken to replace this man.

25X1A

[REDACTED] And maybe get across the points we're making here now, and tell him: Sid, we may go along with you this time, but not beyond this.

25X1A

[REDACTED] We are all going through the exercise of trying to forecast on a yearly basis what our replacement problems are going to be, and so on, and I think here they're kind of evading the policy, really, and not facing up to the fact that you have to plan for replacements, and you can't have a policy if you're going to have all exceptions.

25X1A

[REDACTED] I don't disagree with you (indicating Dr.

25X1A [REDACTED] that these don't look like real good cases, but I have trouble taking that next step, when [REDACTED] knows the case a heck of a lot better than we do. 25X1A

MR. FISHER: Sid, will you ask [REDACTED] if he could 25X1A come before the Board at its next session?

25X1A

[REDACTED] Yes. Do we have a date for the next one?

MR. FISHER: January 21st, at 2:00 p.m., and we will take him first, and then if we bring in [REDACTED] we can see him around 2:30 or 25X1A so.

25X1A

Next case, [REDACTED] This is an unusual case. In a sense the Board is being asked to indicate whether or not they would view favorably a request for designation if this fellow was employed by us.

25X1A

[REDACTED] By whom?

25X1A

MR. FISHER: By the Agency. This is a fellow who worked for us, was a regular career man here. Then [REDACTED] an assignment to [REDACTED] developed. So it's one of these where we must take him back when he is finished at [REDACTED] -- we're obligated to bring him back. As a matter of fact, he 25X1A

finished his tour but then he requested and obtained from [REDACTED] a brief 25X1A extension of his reemployment rights. His question really is: If I can get

SECRET

SECRET

into the CIA System, then I want to exercise my reemployment rights and come back to CIA and retire.

25X1A [REDACTED] E: And retire?

MR. FISHER: Yes.

25X1A [REDACTED] Retire shortly after?

MR. FISHER: Yes, shortly after -- but he is not being real specific whether it will take another year or two. DD/P is considering this, and they are saying this was a good man and they owe him this consideration. He is certainly entitled to come back. And I guess in a sense

25X1A [REDACTED] is being a gentleman and saying: If I can't get into CIARDS --
 25X1A and I only want to work another year or two -- then I might as well stay here in [REDACTED] And I give DD/P credit -- because I know they probably don't want this guy to come back, in view of their ceiling problem -- but they feel that he is entitled to come back, and, further, they feel he has qualifying service.

So if the answer goes back to this man, "Yes, you would be accepted in CIARDS" - then he would exercise his reemployment rights and return here. And this seemed [REDACTED] legitimate to me -- the man is asking a fair question.

Now, he has three years and needs about two years. I was trying to pin down some facts here that just didn't seem clear enough to me. I tried to get hold of [REDACTED] but he was out today. I felt that he 25X1A hurt him a little bit by his comment that 15% of his time was spent in doing this. And I was talking to [REDACTED] about this and he said, "Gee, I think he means 15% 25X1A was in hazardous duty - was [REDACTED] Because this fellow was 25X1A with [REDACTED] - and he was down at [REDACTED] 25X1A with them, and theoretically at least -- and this is what I'm trying to identify -- he spent all of his time with these fellows training them [REDACTED] But I don't feel it's quite clear enough. There is no question about the fact 25X1C that he was a very willing [REDACTED] 25X1C

SECRET

So again if you add up all the exercises during

25X1C which time he was in [REDACTED] and all that went with it -- I added that all up -- it came to 352 days. Here again it's sort of what

25X1A [REDACTED] and I were talking about, if the man's job is living and being with these troops, and training them, maybe it is qualifying. I'd like to get

25X1A [REDACTED] up here and talk to him about it. But I don't know, have any of you got any other ideas on this?

25X1A [REDACTED] On [REDACTED] in the past we have approved that 25X1A as qualifying service - nonofficial cover, training foreign agents, etc.

MR. FISHER: Well, that is what he was in for three years. And as I say, I have a feeling that [REDACTED] thought he was helping 25X1A

25X1A [REDACTED] by saying that at least 15% was hazardous, but I don't think he would be getting it on the hazardous --

25X1A [REDACTED] It seems they are trying to do it on the hazardous when that isn't the main point.

25X1A [REDACTED] It isn't necessary.

MR. FISHER: Beginning in January 1962 and running all through 1962, 1963, and right into December 1964 he had another class every couple or three weeks and then he would run through this whole business with them.

It looked good to me. If you all have no further trouble with it, I'd like to pass it. If you do have trouble with it then I think 25X1A we would have to get [REDACTED] here.

[REDACTED] Let me ask a question. Are we just being asked our view whether this is domestic qualifying service?

25X1A [REDACTED] Right! whether this looks good to us.

Now, once we say that it does, I think we have to stick to that.

25X1A [REDACTED] We're not being asked to approve this.

[REDACTED] I say it looks fine if he has enough of it.

If it weren't for that business of the 15%, I don't think there would be any question in my mind.

SECRET

SECRET

25X1A

25X1A

MR. FISHER: I think that referred to 15% of the time

Because he insisted on making every

But his entire time he was training agents on an extremely regular basis, and that is where I say I would find it hard to say to him: "Well, try to tell us whether you did this until say 3 July and then you didn't get another class until 12 July, so let's subtract nine days there" - and so on. I think that is unreasonable.

25X1A

I think it is, too, because during that period

25X1C

And as I say, in actual days it comes to 352. Of course there were some days when he was preparing for the next group, and so on. But this was his whole job.

25X1A

I don't have any trouble with it as qualifying service.

MR. FISHER: That is all we are ruling on. Would you like to make the motion, Charles?

25X1A

I so move.

Second.

. . . Motion was then passed . . .

. . . The meeting adjourned at 3:55 p.m. . . .

SECRET